

1976 Annual Report



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National Industries for the Blind

The products shown on the cover are representative of more than 200 manufactured or assembled by blind and multihandicapped blind people. Not only do they show the diversification of modern "blind made" products, but they are a gauge of the variety of manufacturing methods blind people can use. In years past, products made by the blind had a connotation of hand work—mops, brooms and household items. Little was manufactured by modern processes.

Today, with proper training and supervision, the blind can learn to use most of the same production techniques as those used by sighted people. And in some 88 workshops across the country they use these methods to work efficiently on Government-use, consumer and industrial subcontracted items while earning wages that make them totally or partially self-sufficient.



SKILCRAFT
Quality Blind-Made Products

Message from Chairman and President

GOOD MANAGEMENT IS GOOD BUSINESS

In our last two annual reports we emphasized how the recent years of unusual economic fluctuation, including unprecedented inflation and crippling recession, confirmed the truth that the most essential element in the successful operation of a workshop for the blind is capable management. Under rapidly changing and adverse conditions, workshops with good management teams prospered; those with poor management failed.

In recent years as we realized that management ability is essential to the survival of the workshop program, National Industries for the Blind (NIB) has initiated and funded programs to train workshop management and to recruit skilled and experienced managers where requested to do so by a workshop's board of directors. NIB has further increased the allocation of funds for these programs and, in addition to two orientation training programs designed for new managers, during fiscal 1977 eight regional training programs are scheduled to teach costing, quality control, product development, and evaluation and training. NIB continues to orient workshop board members, impressing upon them that only well informed and involved participants can insure good management.

NIB is increasing emphasis on its program of assisting the workshops to develop subcontract work. We applaud the cooperation of the many corporations which have assisted in this endeavor (see "NIB and Industry").

Sales and wages of the 88 associated workshops (see charts on following pages) continued to increase to record levels this year. Government sales were \$45 million, including the \$6 million Military Resale program. Much of the 10% increase in the Military Resale program involved sales to Army, Air Force and Navy exchanges and commissaries of new products, including garden tools and paint rollers. In addition, a record number of new products were developed and added to the Government Procurement List. Twenty-three new products with an estimated value of \$5 million will provide 170 new jobs for blind workers as production is established in various workshops.

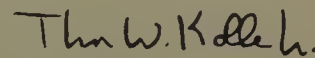
Although never satisfied with the number of visually handicapped persons receiving training and employment through the workshops, NIB is encouraged by the progress in recent years in upgrading the quality of job and training opportunities. Blind persons, including particularly those with additional handicaps, must be trained in modern

industrial settings if they are to be placed in competitive employment. Automated work stations in new manufacturing fields, including plastics, paper products, writing instruments and chemicals, are rapidly replacing old "hand operations" that have for so long been associated with products of the blind.

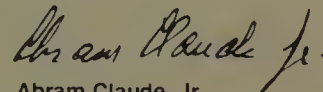
NIB's Rehabilitation Services Division insures that the 88 NIB workshops provide evaluation, training and employment placement for the maximum number of blind persons.

As we look forward to a very successful year, we thank those who have helped this past year. Included are the President's Committee for Purchase from the Blind and Other Severely Handicapped, workshop boards and executives and Government officials. All have worked to insure that job opportunities are realized for blind persons as provided by the Wagner-O'Day Act.

NIB financial reports for fiscal year 1976 will be furnished to all workshops when the audit is complete.



Thor W. Kelle, Jr.
Chairman



Abram Claude, Jr.
President

June 30, 1976

Highlights of 1976

NIB presented certificates of appreciation to 25 corporations which complement their affirmative action programs by providing subcontracts to NIB-associated workshops. In the bottom right photo, Frank Borman, president of Eastern Airlines, accepts his company's award from NIB's Board Chairman Thor W. Kolle, Jr. • NIB purchased a building in St. Louis, Missouri, (bottom left photo) to house its Technical Center for product and component testing, research and development and quality assurance. • The five-year plan of NIB's national demonstration workshop, Royal Maid, Inc., in Mississippi, where more than 500 blind persons have been trained and employed, was completed. In carrying out the plan, a small plastic extrusion and metal stamping industry was converted into a model workshop for the blind with sales of \$5 million. • Management personnel and board members from NIB-associated workshops attended meetings in Oklahoma City and San Francisco where program emphasis was on marketing and workshop board orientation. • Three workshop management training programs were conducted by NIB in Mississippi and in Washington, D. C. Special training in costing was provided to 40 representatives of NIB-associated workshops (below).



NIB and Government

The Wagner-O'Day Act, enacted by Congress in 1938, directs agencies of the Federal Government to purchase, under certain conditions, products from workshops for the blind. A Presidentially-appointed Committee for Purchase from the Blind and Other Severely Handicapped is responsible for implementing the provisions of the Act.

National Industries for the Blind, a nonprofit corporation, was designated by the Committee to allocate, among qualified workshops for the blind, purchase orders of the Federal Government for approved goods and services and to supervise the workshops to insure contract compliance in production. During 1976, NIB allocated to the 88 associated workshops in 36 states Government contracts valued at \$45.8 million.

In managing the \$6 million Military Resale program, NIB maintained sales/service personnel and shelf stockers worldwide to insure proper distribution and display of SKILCRAFT products which were shipped to approximately 800 Army, Air Force and Navy commissaries and exchanges from seven centrally located warehouses.

Additionally, NIB devises quality assurance programs, maintains



During 1976, NIB workshops for the blind attained record sales of \$45 million to the Federal Government and obtained additional millions of dollars in industrial subcontracts. As a result, training and employment opportunities for blind persons improved considerably. In addition, state-use programs supported by laws like the Federal Wagner-O'Day Act produced sales in excess of \$7 million. Currently, 67 workshops in 28 states benefit from these laws. And NIB is assisting 12 workshops in five other states to obtain similar legislation.

Through their own efforts in competitive commercial markets, NIB workshops have achieved significant success. The consumer products they manufacture are most often sold under NIB's SKILCRAFT trademark. This is a symbol of quality in blind-made products.

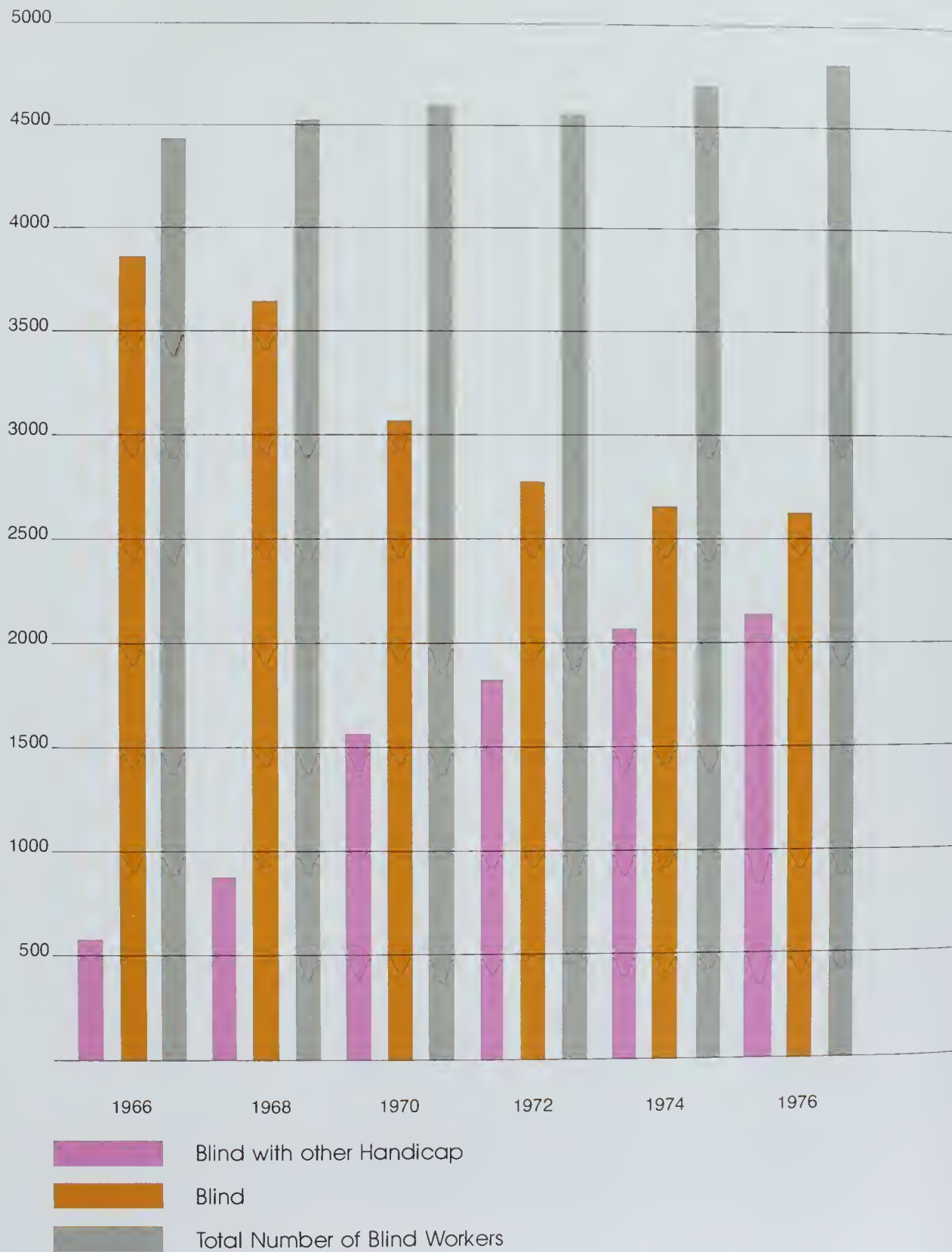
NIB has two franchised distributors—Blindskills in the Chicago area and SKILCRAFT Products of the Blind in the Buffalo/Rochester area.

Blind employees in NIB-associated workshops earned \$100,227,820 in the past ten years.

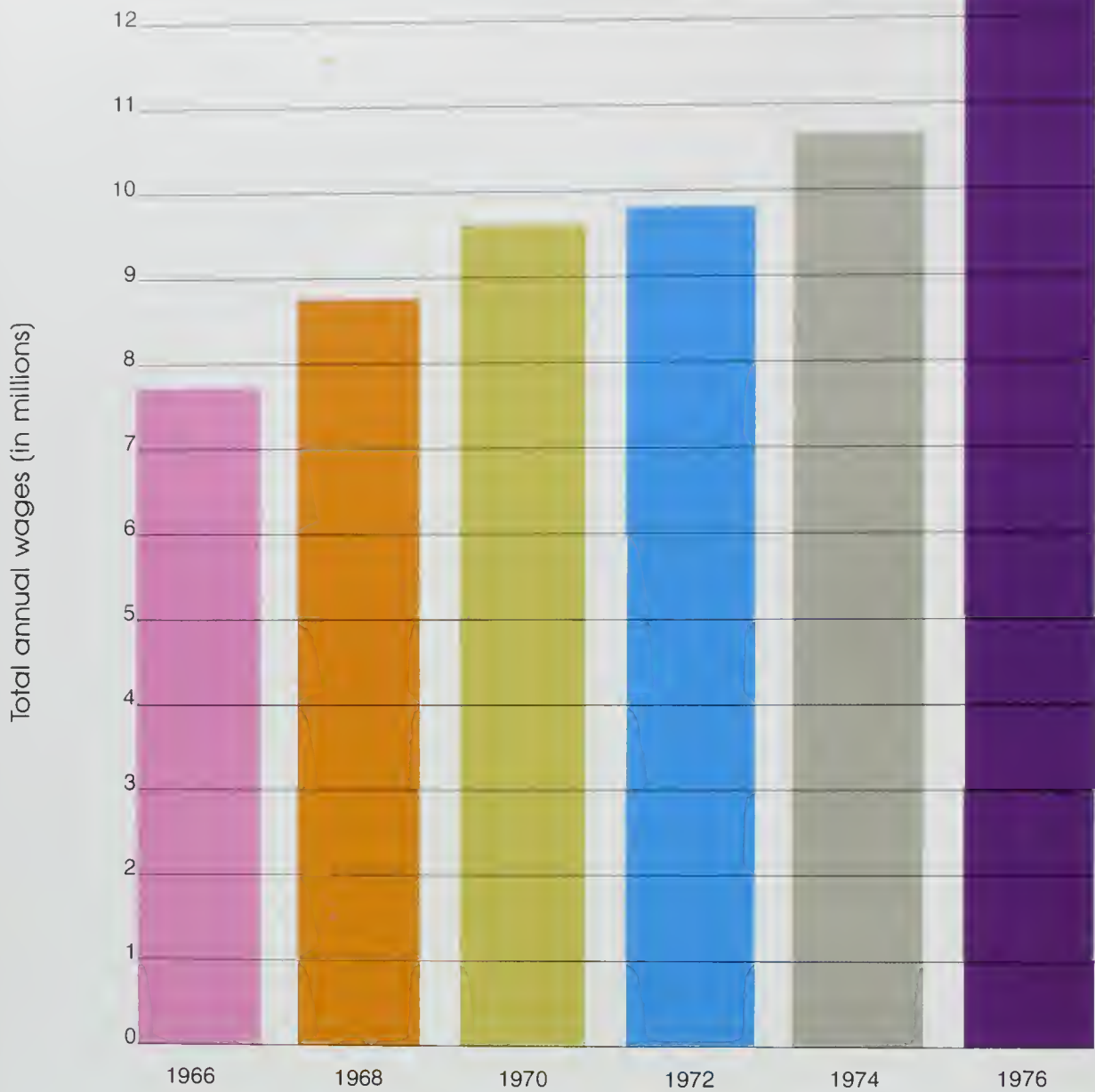
During the same period, they made products that accounted for \$624,222,911 sales in four marketing areas.

Year	Federal Government	Military Stores	Commercial Consumer Products	Industrial Subcontracts	Totals
1967	\$28,765,966	\$2,685,561	\$18,782,887	\$3,827,637	\$54,062,051
1968	22,367,449	3,285,307	20,290,538	3,393,991	49,337,285
1969	19,581,515	3,466,217	22,151,048	3,928,564	49,127,344
1970	23,006,781	3,142,546	25,546,770	4,272,109	55,968,206
1971	14,788,361	3,561,127	25,737,511	3,765,230	47,852,229
1972	20,687,430	3,845,658	27,030,718	4,961,086	56,524,892
1973	25,916,297	3,949,638	29,882,693	5,526,909	65,275,537
1974	26,138,786	4,390,882	32,915,259	6,480,057	69,924,984
1975	37,139,818	5,505,701	37,288,527	5,868,406	85,802,452
1976	39,541,136	6,062,532	39,584,206	5,160,057	90,347,931

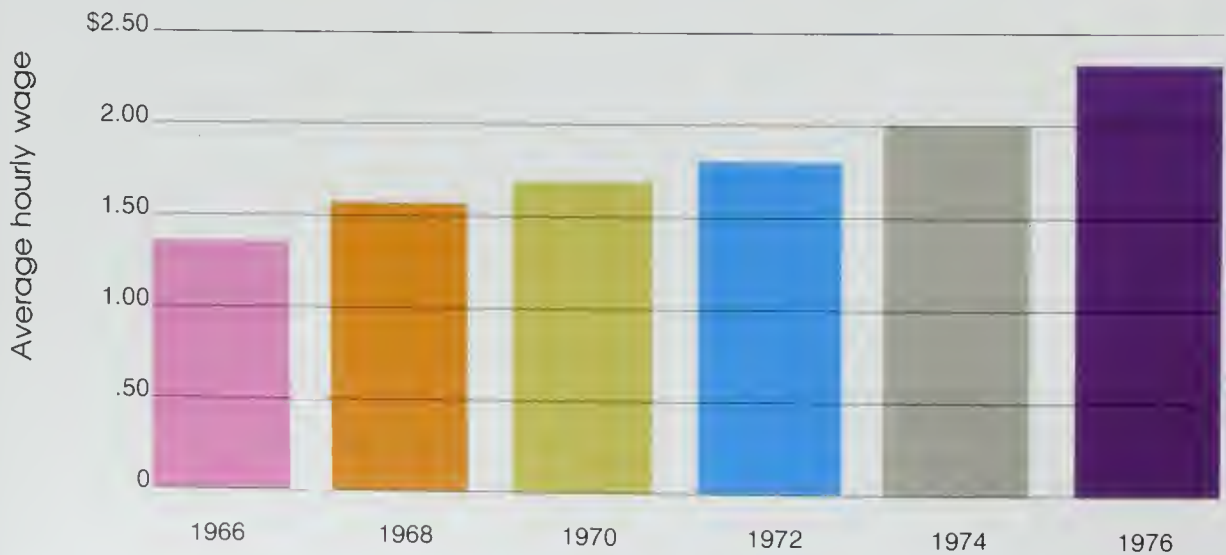
Blind Employment



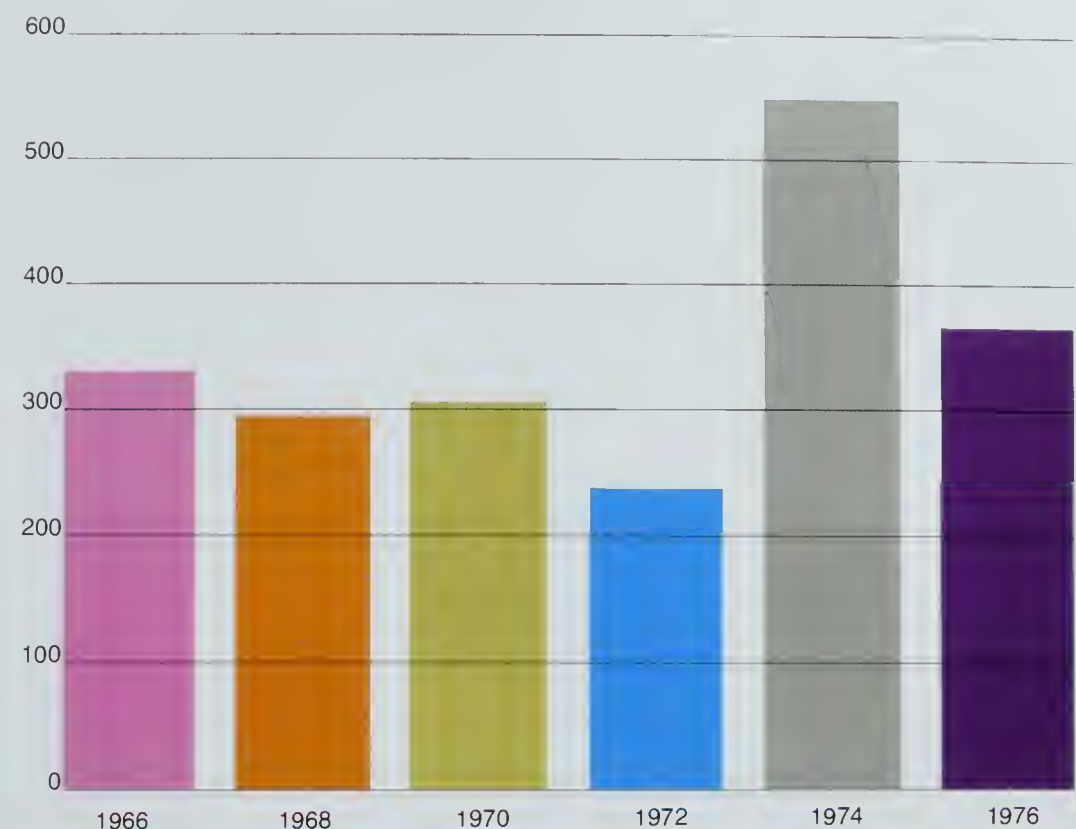
Wages Paid to the Blind*



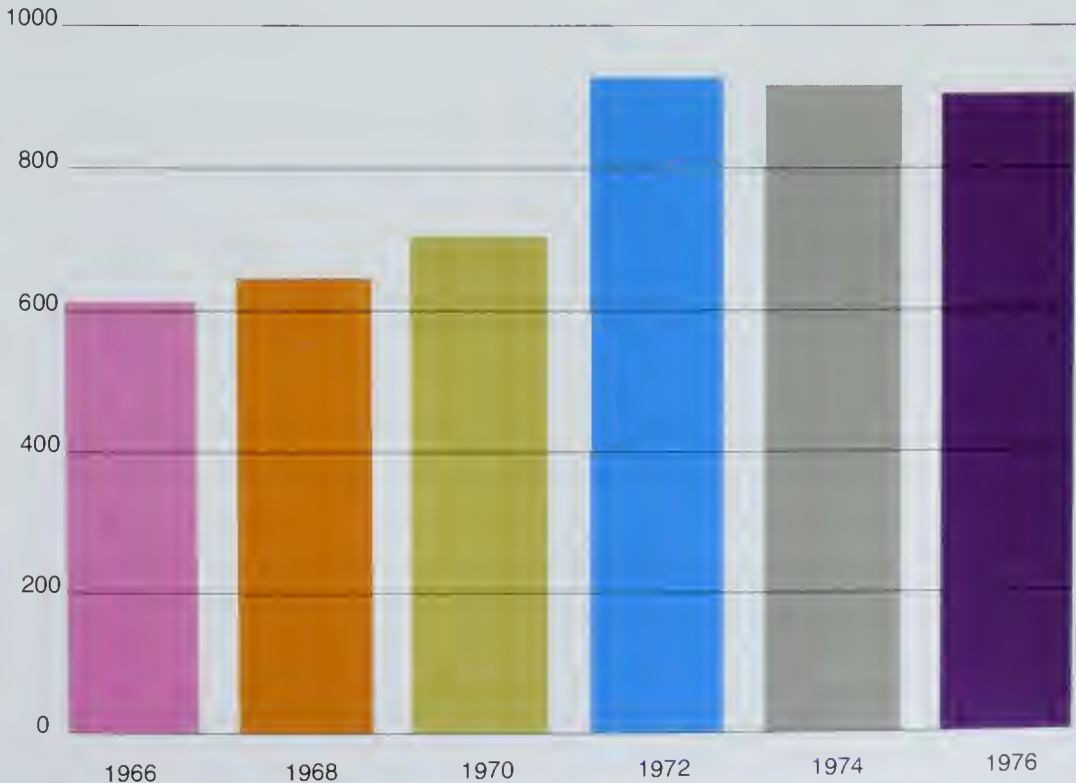
*Fringe benefits of \$2,352,237 were paid in addition to wages during 1976.



Placement of blind in private industry by workshops



Sighted workers with physical handicaps employed in workshops for the blind*



*Sighted workers with physical handicaps other than blindness earned \$3,316,498 during 1976.



a component and product testing laboratory, provides engineering services to increase plant efficiency and broaden production opportunities for the blind, assists the workshops in procurement of materials and researches new products.

To guarantee delivery of quality products, NIB's St. Louis Technical Center conducted laboratory testing of finished goods and raw materials for 44 diverse products. Included were ballpoint pens and all other writing instruments used by the Government and produced in seven workshops. Quality assurance manuals were developed for numerous workshops.

NIB's industrial engineers analyzed costs of hundreds of products. Price change procedures were applied semiannually to adjust prices on all Government-use items as a cushion against inflation.

Finally, this year, Government product research and development were intensified as 23 new products with a sales volume of \$5.1 million were added to the Government Procurement List. And technical and administrative assistance was given to 56 workshops involved in new product development.



NIB and Industry

Most of today's workshops for the blind operate in modern plants housing up-to-date equipment suited to operation by blind workers well trained for industrial employment. Many manufacturing industries utilize workshops for the blind by subcontracting work to them and find them an excellent source of labor for light manufacturing and assembly.

Among the hundreds of major corporations currently utilizing workshops for the blind are The Boeing Company, General Electric, Eastern Airlines, Squibb, Johnson & Johnson, Bristol-Myers, Avon and Western Electric. These and other industries work with NIB and the workshops for the blind to complement their affirmative action programs which are a requirement of the Federal Rehabilitation Act of 1973.

Companies wishing to explore assistance and services available from workshops for the blind may contact National industries for the Blind.

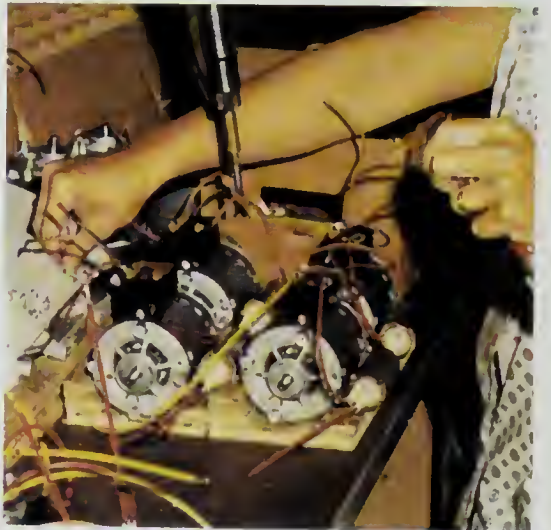
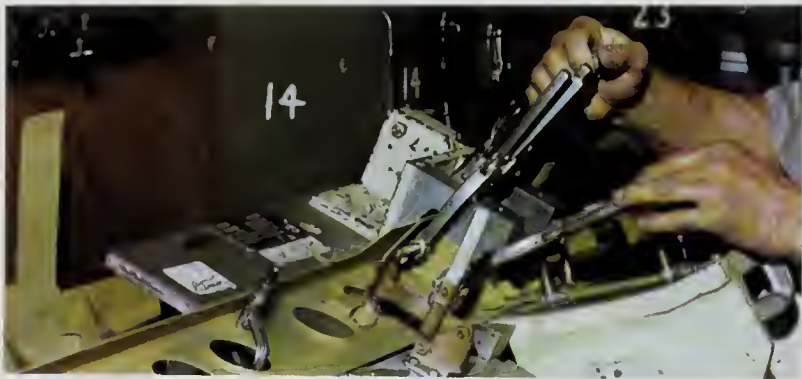
Since 1951, when The Boeing Company agreed to provide a few jobs to The Seattle Lighthouse for the Blind, an NIB-associated workshop, The Lighthouse and Boeing have worked closely together to their mutual benefit. Boeing officials say it has been



their experience that The Lighthouse is competitive with commercial suppliers and Lighthouse management has the ability to organize the jobs and operations for maximum efficiency.

Since Boeing provides the materials, tools, drawings and shop order process packets for jobs, a large share of revenues from the Boeing business goes directly to Lighthouse employees who produce parts for this large aerospace manufacturer. In order to maintain a reasonably consistent workload for The Lighthouse, Boeing maintains a constant search for additional and new jobs suitable for subcontracting. While work is in progress, Boeing provides immediate technical assistance to aid The Lighthouse in meeting its requirements.

The Boeing Company considers the subcontracting program successful not only as an effort that provides gainful employment and rehabilitation to many, but also as one of benefit to Boeing in making critically needed work space and its own employees available for other assignments.





Merit Awards

Luther Morris (above), an employee of the Virginia Industries for the Blind at Charlottesville, is the recipient of the Peter J. Salmon Award to the Blind Worker of the Year. The announcement was made at the NIB Board meeting in January. Robert H. Bennett (right) was named Workshop Board Member of the Year. Formerly a marketing vice president for General Foods, he is past president of The New York Association for the Blind and past chairman of the Association's Lighthouse Industries Committee. He initiated NIB's workshop board orientation program and workshop management personnel recruitment and training program. The 1976 R. B. Irwin Award co-recipients are J. Arthur Johnson and John F. Brady (below). Following distinguished military service during World War II, Mr. Brady joined The Industrial Home for the Blind from which he retired as Executive Director last year. Mr. Johnson served as Executive Director of Columbia Lighthouse for the Blind from 1954 through 1975 and continues as Consultant.



Workshops Associated With NIB

ALABAMA

Talladega
Industries for the Blind

ARIZONA

Phoenix
Arizona Industries for the Blind

ARKANSAS

Little Rock
Arkansas Lighthouse for the Blind

CALIFORNIA

Emeryville
California Industries for the Blind, Inc.
Los Angeles
California Industries for the Blind, Inc.
San Diego
California Industries for the Blind, Inc.
San Francisco
San Francisco Lighthouse for the Blind, Inc.

COLORADO

Denver
Rehabilitation Center for the Visually Impaired

DELAWARE

Wilmington
Delaware Bureau for the Visually Impaired

DISTRICT OF COLUMBIA

Washington
Columbia Lighthouse for the Blind

FLORIDA

Jacksonville
Gateway Hope Center, Inc.
Tampa
Tampa Lighthouse for the Blind
West Palm Beach
Lions Industries for the Blind, Inc.

GEORGIA

Atlanta
Georgia Factory for the Blind
Bainbridge
Georgia Factory for the Blind
Griffin
Georgia Factory for the Blind

HAWAII

Honolulu
Ho'opono Center for the Blind

ILLINOIS

Chicago
The Chicago Lighthouse for the Blind

KANSAS

Kansas City
Kansas Industries for the Blind
Topeka
Kansas Industries for the Blind
Wichita
Kansas Foundation for the Blind, Inc.

KENTUCKY

Louisville
Kentucky Industries and Rehabilitation Center
for the Blind

LOUISIANA

New Orleans
The Lighthouse for the Blind
Shreveport
Shreveport Association for the Blind

MAINE

Portland
The Maine Institution for the Blind

MARYLAND

Baltimore
Baltimore Training and Work Center/Blind
Industries and Services of Maryland
Cumberland
Western Maryland Training and Work
Center/Blind Industries and Services of
Maryland
Salisbury
Eastern Shore Training and Work Center/Blind
Industries and Services of Maryland

MASSACHUSETTS

Cambridge
Workshop for the Blind

MINNESOTA

Duluth
Duluth Lighthouse for the Blind
Minneapolis
The Minneapolis Society for the Blind, Inc.
St. Paul
St. Paul Society for the Blind

MISSISSIPPI

Hazlehurst
Royal Maid, Inc.
Jackson
Mississippi Industries for the Blind

MISSOURI

Kansas City
Kansas City Association for the Blind
St. Louis
The Lighthouse for the Blind

NEW JERSEY

Newark
Contract Shop #1
New Jersey Commission for the Blind and
Visually Impaired
Westmont
Contract Shop #3
New Jersey Commission for the Blind and
Visually Impaired

NEW MEXICO

Albuquerque
New Mexico Industries for the Blind

NEW YORK

Albany
Albany Association of the Blind, Inc.
Binghamton
Blind Work Association, Inc.
Brooklyn
IHB Industries/The Industrial Home for the
Blind (Atlantic Avenue)
IHB Industries/The Industrial Home for the
Blind (Gates Avenue)
Buffalo
Blind Association of Western New York
Long Island City
Lighthouse Industries/The New York
Association for the Blind
Melville
IHB Industries/The Industrial Home for the
Blind

New York
The Jewish Guild for the Blind
Utica
Central Association for the Blind, Inc.

NORTH CAROLINA

Asheville
Lions Club Industries for the Blind of Western
North Carolina, Inc.

Durham

Lions Club Industries for the Blind, Inc.
Greensboro
Industries of the Blind, Inc.
Kinston
Lions Industries for the Blind, Inc.
Raleigh
Raleigh Lions Clinic for the Blind, Inc.
Winston-Salem
Industries for the Blind

OHIO

Cincinnati
Cincinnati Association for the Blind
Cleveland
The Cleveland Society for the Blind
Columbus
The Vision Center
Youngstown
Youngstown Society for the Blind and
Disabled

OKLAHOMA

Oklahoma City
Oklahoma League for the Blind

OREGON

Portland
Oregon Industries for the Blind

PENNSYLVANIA

Allentown
Lehigh County Branch/Pennsylvania
Association for the Blind
Chester
Delaware County Branch/Pennsylvania
Association for the Blind
Coatesville
Chester County Association for the Blind
Philadelphia
Center for the Blind
Pittsburgh
Pittsburgh Blind Association
Washington
Washington-Greene County Branch/
Pennsylvania Association for the Blind

PUERTO RICO

Santurce
Industries for the Blind of Puerto Rico

TENNESSEE

Memphis
A. P. Mills Industries for the Blind
Morristown
Volunteer Blind Industries, Inc.
Nashville
Mason Brandon Industries for the Blind

TEXAS

Austin
Travis Association for the Blind
Corpus Christi
South Texas Lighthouse for the Blind
Dallas
Dallas County Association for the Blind
El Paso
El Paso County Association for the Blind
Fort Worth
Tarrant County Association for the Blind
Houston
Lighthouse for the Blind of Houston
Lubbock
Southwest Lighthouse for the Blind
San Angelo
West Texas Lighthouse for the Blind
San Antonio
San Antonio Association for the Blind
Waco
Waco Lighthouse for the Blind
Wichita Falls
Beacon Lights, Inc.

UTAH

Salt Lake City
Utah Services for the Visually Handicapped

VERMONT

Waterbury
Vermont Workshop for the Blind

VIRGINIA

Charlottesville
Virginia Industries for the Blind
Richmond
Virginia Industries for the Blind

WASHINGTON

Seattle
The Lighthouse for the Blind, Inc.

WISCONSIN

Milwaukee
Industries for the Blind
Milwaukee
Wisconsin Workshop for the Blind

NIB Board of Directors

CHAIRMAN OF THE BOARD

Thor W. Kolle, Jr.*
Senior Vice President
Hornblower & Weeks—Hemphill, Noyes,
Incorporated
New York, New York

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Senior Vice President
Dillon, Read & Company
New York, New York

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Vice President, Investment Banking
Dean Witter & Company, Incorporated
New York, New York

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Ridgewood, New Jersey
Frank B. Hart, Jr.
Superintendent
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Richmond, Virginia

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Executive Director
Kansas City Association for the Blind
Kansas City, Missouri

Mrs. Jackson C. Hinds
Houston, Texas

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Industries for the Blind
Milwaukee, Wisconsin

Woodrow W. Hudson
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Industries of the Blind, Inc.
Greensboro, North Carolina

Milton A. Jahoda*
Executive Director
Cincinnati Association for the Blind
Cincinnati, Ohio

Ray Miller*
Manager of Shops
Industries for the Blind
Talladega, Alabama

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Chairman of the Board
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Incorporated
New York, New York

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Wichita, Kansas

Robert J. Pistel
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Duluth, Minnesota

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Executive Director
Shreveport Association for the Blind
Shreveport, Louisiana

Kenneth Self
Manager
Rehabilitation Center for the Visually Impaired
Denver, Colorado

William S. Thompson
Executive Director
Lions Industries for the Blind, Inc.
West Palm Beach, Florida

HONORARY DIRECTOR

Dr. Peter J. Salmon
Administrative Vice President
The Industrial Home for the Blind
Brooklyn, New York

*Denotes Member of the Executive Committee

Offices

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New Jersey 07003

Government Marketing Division Office:
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Washington, D. C. 20005

Technical Center:
10679 Midwest Industrial Boulevard
St. Louis, Missouri 63132

Rehabilitation Services Division Office:
2020 Jericho Turnpike
New Hyde Park, New York 11040

NIB ADMINISTRATIVE ORGANIZATION

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Noel B. Price

Vice President—Government Marketing
John W. Hanger

Assistant Director—Government Marketing
James C. MacFarland

Vice President—Controller
George J. Mertz

Director—Rehabilitation Services
Harold Richterman

Director—Product and Sales Services
Daniel J. Boucher

Sales Manager—Consumer Sales
R. T. (Deacon) Millard

Auditors
Peat, Marwick, Mitchell & Company
Newark, New Jersey

